



## COMPLIANCE POLICY

The Organization's Compliance Policy is a commitment to conduct its business according to applicable laws and its own work standards, policies and procedures.

### The principles of the Compliance Policy are:

1. Fair Competition  
To pursue business only through fair competition, and therefore, not to indulge in any activities aimed at restricting competition
2. Integrity in Business Dealings  
To prevent corruption and follow the established integrity requirements while conducting its business and to oblige the Subcontractors and Suppliers to uphold total and unyielding integrity in their dealings.
3. Upholding Foreign Trade Laws  
To comply with the requirements of all national and foreign trade laws applicable to its business.
4. Ethics in Workplace  
The employees are obliged to:
  - conduct business in the full spirit of honest and ethical behavior;
  - conduct themselves in a professional manner at all times, demonstrating a positive attitude, and showing respect for co-workers, customers and their property;
  - avoid any activities involving conflict of interest.The Organization is an equal opportunity employer and is committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship or disability
5. Confidentiality of Proprietary Information  
To safeguard confidential information, including systems, software, procedures and technology
6. Transparent Financial Reporting and Record-keeping  
To establish and maintain adequate financial controls for ensuring that all transaction details for financial and accounting purposes are fully and rightly captured.  
To ensure proper documentation and record-keeping of key business processes
7. Cooperation with Governmental Authorities  
The organization shall take all the necessary steps to attain full compliance to the legal and regulatory requirements.  
To remain cooperative in its dealings with all governmental authorities and submit all information required by law promptly.

**For EMARAT ALOULA CONTRACTING CO –  
SOLE PROPRIETORSHIP L.L.C**

**MOHAMED METAWIE**  
General Manager